

**MINUTES**  
**PERSONNEL COMMITTEE**

Tuesday, April 12, 2016  
City Hall, Room 207  
5:15 p.m.

Members Present: Ald. Andy Nicholson, Ald. Tom Sladek, Ald. Tom DeWane, Ald. Guy Zima

Others Present: Ald. Steuer, Ald. Moore, Director Boland, Director Foeller, Chief Smith, Director Grenier, Sarah Troup and others

1. Roll Call.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. Zima, seconded by Ald. DeWane. Motion carried unanimously.

3. Approval of the minutes from the March 22, 2016 meeting.

A motion to approve the minutes from the March 22, 2016 meeting was made by Ald. DeWane seconded by Ald. Zima. Motion carried unanimously.

4. Request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

- a. Equipment Operator – Public Works
- b. Tractor Operator – Public Works
- c. Truck Driver – Public Works
- d. Bridgetender – Public Works
- e. Building Inspector – Community Services Agency

A motion to approve 4a, b, c, d and e was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

5. Request to approve contracting with myInertia, a Green Bay company, to provide on-line tracking of wellness activity points at a cost of \$1.55 per participating employee per month for a projected annual cost of \$12,000 - \$16,000 depending upon employee participation. The cost of this program will be funded out of the City's Health Insurance Budget.

Director Boland explained the contract with myInertia would be part of the Health 1265 program which was discussed at the Mayor's State of the City address. This program is intended to engage employees further in their health care. Studies show this will result in a more engaged workforce that will be happier and more productive, and also reduce health care costs. The City is self-insured and looking

at ways to both engage employees in their health care as well as reduce our health care costs. Employees who participate in the program will earn points and myInertia will provide the on-line tracking for those points. The first recommendation is to approve the City to move ahead to contract with myInertia. The cost of the contract will depend on participation as employees who participate will have an on-line account and the City will only pay based on the number of participants. Cost savings are difficult to project in a health care program, but using the current level of participation in the Health Risk Assessments (HRA) the projected savings in premiums would be \$25,447 in 2017, \$114,842 in 2018 and \$237,314 in 2019. The City would need to negotiate the premium contributions with Police, Fire and Transit, but if successful, the savings would range from \$43,000 in 2017 to \$398,000 in 2019. These savings are based on the premium levels only. The goal is to see employees participate in the program, become active, and potentially decrease their premium contributions and the overall health care cost.

Ald. DeWane asked if this was time sensitive or if it could be held for two weeks in order to put the program out there for employees to get their feedback and answer any questions or concerns.

Director Boland is comfortable taking the program forward to the employees. The program has been shared with the benefit committee which is made up of representatives of each of the employee groups, but hasn't been distributed widely amongst the employees. We also met with representatives of the Parks and Public Works labor associations and answered a number of concerns.

Ald. DeWane is not opposed to the program but would like more time to get the word out to the employees and answer any questions. Director Boland said there is a very short time frame for this year, but agreed holding this for two weeks would give us the opportunity to schedule meetings, meet with employees and answer any questions. It may also push some employees towards doing their HRA which is our primary goal.

A motion to hold this request for two weeks was made by Ald. DeWane and seconded by Ald. Sladek for discussion.

Ald. Sladek asked about the terms of the contract. Director Boland stated it's a month-to-month contract at \$1.55 per participant per month. Ald. Sladek asked if the contract could be terminated on a month's notice. Director Boland replied yes.

Ald. Zima asked what percent of the employees have seen the program. Director Boland stated the program has been presented to the benefits committee, which has representatives from each of the employee groups, representatives of the DPW and Parks labor associations and senior staff.

Ald. Zima asked about the feedback from those meetings. Director Boland felt the feedback from the benefits committee was that the City is trying to be good stewards with the dollars that are there. There may be portions of the program that

people would like to see differently, but there really hasn't been negative feedback. There have been a lot of questions and we've tried to answer those. Questions such as what to do if two spouses are on the plan and whether this is legal under the Affordable Care Act (ACA), which it is, the plan is modeled after the requirements of the ACA. People understand to entice and incentivize them to be healthy is the best thing the City can do for them and our health care costs.

Ald. Zima stated at first glance this strikes him as a little bit of big brother aspect. Now the City is looking at every aspect of every minute of everybody's life. If the employees are willing to go along with it, that would be most important for me. According to the program, employees gain points in different ways such as "monthly weigh-in" so now they have to worry about their weight on weigh-in day. That also puts stress on people because they are constantly thinking about something. You want to be concerned about your own health, but at the same time, people have a lot of pressures in their lives; job, taking care of a family, house and then try and find some room for entertainment, etc., etc. Now employees will be wearing pedometers that measure their steps and getting points for showing up at the weigh-in and community volunteering. Ald. Zima asked how community volunteering made the list.

Director Boland explained that community volunteering is a way to have community health. Employees don't have to participate in community volunteering but if they choose to volunteer by serving a meal at a food bank for example, they would be able to get points. The goal is for everyone to reach 1265 points. The basis is for everyone to do their health risk assessment. The wellness activities are there to help everyone reach 1265 points while improving their health. Employees can pick and choose which activities they want to participate in to reach 1265 points.

Ald. Zima asked what happens if an employee does their HRA but chooses not to participate in the wellness activities. Director Boland stated the employee would pay 12.5% in 2017 for their health insurance premium which is the same as they pay in 2016. The recommendation for 2018 for employees who only do the HRA but don't participate in the wellness activities is to increase the rate to 15% and then 20% the following year depending upon how they score on their HRA.

Ald. Zima asked if employees will be penalized even if they are in good shape, exercise and choose not to participate. Director Boland explained under the current plan if employees take their HRA they can reduce their premium contribution by 2.5%. Currently employees who do not participate in the HRA pay 15% for their health insurance premiums. Ald. Zima noted the rate will increase in 2018 and 2019 even if the employees do their health risk assessment. Director Boland stated employees can earn points for dental cleanings and vision exams and they will need to do some of the other wellness activities as well. Even on the weight check, the employee is self-reporting the amount; myInertia is just recording the employee did the weigh-in. Weight is one of the biggest obstacles we face with health issues. The weight checks are meant to try and engage the employee and make them think

about those issues. The employee doesn't have to weigh-in in front of anyone, or even lose weight; they just have to do the weight check-in.

Ald. Zima stated we want our employees to be as healthy as they can be, but as time goes on it becomes pretty demanding and not everybody may want to participate in that form of being in shape. Some people jog on their own.

Director Boland said if people are jogging they are probably counting their steps anyway. Plus, employees who jog are picking up points in two categories – first their monthly step goal and secondly their self-reported workouts. There are a lot of people who do a lot of walking in their work and if they're wearing their pebble or fitness bit, it's picking that up. As a result, the individual begins paying attention and we think it will culturally start to make some changes in the workplace.

Ald. Zima stated the HRA provides the employee with feedback on what they need to do to improve. This should be something a little less big brother.

Director Boland said the program does take involvement; it's more than just doing the HRA. There are lunch and learn programs or after work programs for employees to participate in and become more aware and learn more about their health. The City doesn't know an employee's individual HRA results, but does know the overall basic results. Weight and nutrition are probably the top two issues people talk about and this program will help to make people more aware.

Ald. Zima is not sure about the program and feels there may be other ways to have people involved in their health without putting a kind of a harness on them. This is kind of a harness. This plan is set-up through 2019 and is designed to make people do things or they will be punished. There should be a friendlier way of having people care about themselves. Several years ago there was a progressive mayor in the State of Ohio who told people if they kept their health costs below a certain level they'd get a check at the end of the year. It made people think about what they were doing and not abuse their health care insurance. It was a positive way to get people to pay more attention to their health and be less burdensome on the system. This really tends towards big brother. A vote should be taken by the employees and if the majority wants it, then the City can give it a try. Ald. Zima is interested in feedback from the employees.

A motion to open the floor was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

Fluffy Aerts, Green Bay, suggested meeting with the employees to gather feedback and answer questions. Ms. Aerts said she has received a lot of calls. She goes to the benefit committee meetings and wellness, but at that time the program was a draft and wasn't going to be announced until the State of the City, so she didn't answer a lot of questions. Ms. Aerts feels it would be beneficial to have meetings with employees within the next two weeks and make sure it gets to everyone like

the bridge tenders. Last time there were employees meetings, they may not have been notified or been told they could attend on City time so it's fair for everybody.

Director Boland stated employee meetings have already been agreed to with Ald. DeWane.

A motion to close the floor was made by Ald. Sladek and seconded by Ald. DeWane. Motion carried unanimously.

Motion carried unanimously to hold this request until the next meeting.

6. Request to approve the health insurance premium contributions per the attached schedule for general municipal employees participating in the City's health insurance program for calendar years 2017, 2018 and 2019.

A motion to hold the request to approve health insurance premium contributions was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

7. Request to approve the 2016 wage agreement between the City of Green Bay and DPW Labor Association with a 2% general salary increase effective with the start of the pay period in which October 1, 2016 occurs.

A motion to approve the request as presented was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

8. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of routine personnel actions was made by Ald. Sladek, seconded by Ald. Zima. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. DeWane at 5:40 p.m. Motion carried unanimously.

Respectfully submitted,  
Peggy Barden  
Recording Secretary